



AMENDMENT NO. 1

The following amendments are hereby incorporated into the contract documents for the below stated project:

PROFESSIONAL SERVICES CONTRACT NO. 042913 CLASSIFICATION AND COMPENSATION STUDY

ULIBARRI-MASON GLOBAL HR, LP

Effective May 14, 2013, Gila County and Ulibarri-Mason Global HR, LP entered into a contract whereby Ulibarri-Mason Global HR, LP agreed to provide a Classification and Compensation Study of employee salaries. Per Page 5, Section 7 – Contract Performance Time, of the contract, the contract will be in effect for one (1) year from the date of its execution and may be extended at the discretion of Gila County. The contract will expire on May 13, 2014. Gila County wishes to exercise the option to extend the contract for an additional six month period.

Amendment No. 1 will serve to extend the contract for six additional months, from May 14, 2014 to November 13, 2014.

Amendment No. 1 will also serve to expand the scope of work to include three additional tasks, per the attached Attachment "A" to Amendment No. 1 to Professional Services Contract No. 042913, by mention made a binding part of this amendment as set forth herein. Amendment No. 1 will increase the original contract amount by Six Thousand dollars and no cents (\$6,000) plus reimbursable travel expenses for the three additional tasks. The new total contract amount will be Ninety-five Thousand dollars and no cents (\$95,000) plus reimbursable travel expenses for the three additional tasks.

All other terms and conditions of the original agreement shall remain in full force and affect during the term of the contract.

IN WITNESS WHEREOF, three (3) identical counterparts of this amendment, each which shall include original signatures and for all purposes be deemed an original thereof, have been duly executed by the parties hereinabove named, on this _____ day of _____, 2014.

GILA COUNTY PROFESSIONAL SERVICES CONTRACT NO. 042913

GILA COUNTY

Michael A. Pastor, Chairman of the Board of Supervisors

ATTEST

Marian Sheppard, Clerk of the Board

CONTRACTOR
ULIBARRI-MASON GLOBAL HR, LP

Daniel Ulibarri
Authorized Signature

Daniel Ulibarri
Print Name

APPROVED AS TO FORM

Bryan B. Chambers, Deputy Attorney Principal
for Bradley D. Beauchamp

UM Global HR, Extended Contract Scope of Work
 April 15, 2014

Extended Contract Scope of Work

TASK	Not to Exceed
1. Assist in the implementation of the new compensation salary schedule	\$6,000 plus Travel
1a) Assist Gila in the inclusion of new and reviewed positions into the new salary structures. These are positions that were either removed and added back, or are new/revised positions 1b) Conduct Compensation Training for Managers (Training Curriculum include) <ul style="list-style-type: none"> • Describe how the salaries were changed, the strategy and approached used • Explain relationship between performance and movement through the range • Describe impact of performance on compensation and decisions for salary increases and promotions • Discussion of factors and how they effect their jobs and performance • Discuss the real job difference between position levels (i.e., entry level, senior, lead and specialist positions) • Discuss performance management strategy as it relates to compensation and job grades 	
2. Discuss, revise, finalize new Classification and Compensation Policies <i>Note: Includes one day consulting at no charge. Requested additional days to be negotiated.</i>	Travel Only
3. Provide an electronic manual of instructions and training materials and provide training to Human Resources staff to administer the proposed classification and compensation system; if necessary, indicate technology required and the availability of software for that purpose. <i>See note above.</i>	Travel Only
	\$6,000

Estimated Travel Expenses

Item	Cost	1 Day	2 Days
Air	2@ 691	\$1,382	\$1,382
Room & Meals	2@ 110	\$220	\$330
Auto/Gas	\$50 / \$50	\$100	\$150
		\$1,702	\$1,862

Note: Travel will be combined so that multiple tasks can be accomplished on the same trip.

Signature: 
 President, Ulibarri-Mason Global HR
 Date: April 18, 2014